



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON VICENZA
UNIT 31401, BOX 41
APO AE 09630

26 MAR 2009

IMEU-VIC-EEO

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Garrison Vicenza Policy Memorandum 08-49, Policy Against Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. References:

- a. Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002.
- b. Installation Management Command-Europe, Policy Against Retaliation for Engaging in Protected Equal Employment Opportunity Activity, 9 September 2008.

2. Applicability. This policy applies to all organizations and units assigned to the U.S. Southern European Task Force (SETAF), U.S. Army Garrison Vicenza (USAG), tenant units employing appropriated and non appropriated U.S. Civilians, applicants for employment and former employees of USAG Vicenza.

3. The Equal Employment Opportunity Commission's (EEOC) rules and regulations clearly state that no person will be subjected to retaliation for participating in any stage of the administrative or judicial proceeding under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, the Rehabilitation Act, and the Whistleblowers Protection Act. Leaders at all levels have a special responsibility to support EEO by recognizing and eliminating improper behavior and all violations of policy. I am committed to protect individual rights and expect every member of USAG Vicenza to follow, support and enforce the principles of EEO.

4. Leaders may not fire, demote, harass or otherwise "retaliate" against an employee for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. Managers and supervisors must continue to manage as professionals, remain neutral and avoid being affected or influenced in any way by the protected activities of their employees. In other words, it is imperative that supervisors ensure that their actions are not improperly motivated. The legal right to protest against discrimination or to participate in the administrative complaint processes as complainants, counselors or witnesses is mandated by applicable laws and regulations.

5. Compliance with anti-discrimination statutes permits individuals to freely question suspected discriminatory behavior. Retaliation against those who seek relief from discrimination, if

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permitted to go unaddressed, would diminish the willingness of employees to speak out or participate in proceedings established to eliminate unlawful conduct.

6. Voluntary compliance with and effective enforcement of this policy ensures that we provide a workplace environment that gives employees the freedom to exercise their rights. The installation EEO office and the legal and civilian personnel advisors are valuable assets who can provide assistance in meeting this objective. Our commitment to EEO is a matter of duty, personal integrity and accountability.

7. Leaders will issue this policy to all employees and all managers and supervisors to include newly appointed personnel. Managers and supervisors will ensure all personnel under their control acknowledge understanding of this policy annually and maintain records of such acknowledgement.

8. A copy of this command policy memorandum will be posted in all unit/activity bulletin boards.

9. POC for this action is the EEO Officer at 634-7084.


ERIK O. DAIGA
COL, MI
Commanding

DISTRIBUTION:

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